



DNB Asset Management

Principal Adverse Impact Statement



Statement on principal adverse impacts of investment decisions on sustainability factors

Financial market participant: DNB Asset Management AS.

LEI: 549300MX4M35DP7FZQ31

Sintesi

DNB Asset Management AS (DNB AM) tiene in considerazione i principali effetti negativi (in Inglese Principal Adverse Impact PAI) delle proprie decisioni di investimento sui fattori di sostenibilità. Questo rapporto rappresenta l'informativa consolidata sui PAI riguardo le decisioni di investimento sui fattori di sostenibilità di DNB AM. Alcuni segmenti di prodotto, sono esclusi dal campo di applicazione di questa dichiarazione.¹

La presente informativa relativa all'impatto dei PAI sui fattori di sostenibilità copre il periodo di riferimento compreso tra il 1° gennaio 2025 e il 31 dicembre 2025.

La presente informativa si applica a DNB AM ed è fornita in base al Regolamento relativo all'informativa sulla sostenibilità dei servizi finanziari (SFDR)² e descrive il modo in cui consideriamo i PAI nelle nostre decisioni di investimento sui fattori di sostenibilità seguendo i dettami dell'Articolo 4 del SFDR.

L'SFDR definisce i fattori di sostenibilità, le problematiche "sociali e ambientali, attinenti al personale, al rispetto dei diritti umani e alla lotta contro la corruzione attiva e passiva". Per PAI si intendono, in generale, gli effetti negativi su questi fattori che sono causati dalle decisioni di investimento o direttamente collegati ad esse.

In questa informativa descriveremo come abbiamo considerato i PAI sulle nostre decisioni di investimento nel 2025 e gli obiettivi posti per il 2026 aggiungendo un confronto storico. La dichiarazione comprende dieci indicatori obbligatori relativi a clima e ambiente e cinque indicatori obbligatori sociali e relativi a personale, questioni relative al rispetto dei diritti umani, lotta alla corruzione attiva e passiva. Abbiamo inoltre, scelto un ulteriore indicatore ambientale relativo a investimenti in società senza iniziative di riduzione delle emissioni di CO₂, e un ulteriore indicatore sociale relativo a quote di investimenti in società senza una politica di diritti umani.

Come negli anni precedenti, i PAI per il 2025 non mostrano una chiara tendenza generale. Ciò non è inaspettato, poiché le differenze nelle divulgazioni continuano a produrre risultati diversificati. DNB AM valuta in continuazione i potenziali effetti negativi ambientali, sociali e di governance dalle attività delle società in portafoglio. Per le società con un rischio elevato di potenziali effetti negativi, il nostro team per gli investimenti responsabili (RI) conduce analisi sul rischio e decide ogni ulteriore azione, attività di coinvolgimento o raccomandazioni per escludere la società.

¹ La dichiarazione è limitata a (i) fondi di investimento gestiti da DNB AM e (ii) mandati discrezionali gestiti per conto di clienti individuali. I prodotti di Private Equity (PE) sono stati esclusi dalla dichiarazione a causa della disponibilità dei dati.

² Regolamento (UE) 2019/2088 del Parlamento Europeo e del Consiglio del 27 novembre 2019 sulle informative relative alla sostenibilità nel settore dei servizi finanziari.

Al fine di determinare se i PAI sono considerati nella gestione degli investimenti di un particolare fondo, consultare la documentazione precontrattuale di tale prodotto.

Description of the principal adverse impacts on sustainability factors

DNB AM has gathered data and is monitoring the PAIs associated with mandatory as well as additional indicators. Additional indicators will be reviewed annually and updated accordingly when access to, and quality of data, improves.

The mandatory and additional PAI indicators, as set out and defined in the detailed rules in the SFDR RTS³, along with their respective impacts and associated actions, are set out in the tables below.

³ Commission Delegated Regulation (EU) 2022/1288.

Table 1: Indicators applicable to investments in investee companies

Indicators applicable to investments in investee companies					
Adverse sustainability impact indicator	Metric	Impact 2025	Impact 2024	Explanation*	Actions taken, and actions planned and targets set for the next reference period**
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS					
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions	1 820 996 tonnes	1 544 946 tonnes	PAI indicators related to greenhouse gas emissions are primarily based on data provided by MSCI ESG. Scope 1 and 2 emissions consist of both reported and estimated data, while Scope 3 emissions are primarily estimated due to limited and inconsistent company disclosure. Where MSCI coverage is unavailable, reported data from an additional data provider has been incorporated. GHG emissions are calculated as the sum of each investee company's total greenhouse gas emissions, expressed in tonnes of CO₂ equivalent (tCO₂e), proportionate to the value of the investment relative to the company's enterprise value including cash (EVIC), expressed in EUR. Carbon footprint is calculated as the weighted average of investee companies' greenhouse gas emissions (tCO₂e), where emissions are allocated based on the proportion of the investment relative to each company's EVIC. GHG intensity is calculated as the weighted average of investee companies' total greenhouse gas emissions per million EUR of revenues. The calculation is performed across all investments. Where underlying data is unavailable, missing values are approximated by applying the weighted average characteristics of investments with available data. Actions taken in 2025 • Conducted 77 company engagements on the topic of climate change. A key discussion point has been for companies to set science-based emissions reduction targets in line with DNB AMs targets in the DNB transition strategy. • Engaged with the largest holdings in the most carbon intense sectors as well as the companies with the largest carbon footprint, both in direct operations and in their supply chains. • Updated our internal framework for assessing the strength of companies' emissions reduction targets and scored companies' performance. • Continued participation in the collaborative climate engagement Climate Action 100+, with engagement meetings held with SSAB AB and A.P. Møller – Mærsk A/S. • Joint engagement with other large Norwegian institutional investors on climate and biodiversity where we met with eight companies. • Enhanced monitoring of DNB AM's own emissions. This has included the further development of a climate-risk overlay in the dashboard for use by portfolio managers and investment professionals in DNB AM and increase of data coverage for the fixed income portfolio. • Contributed to roundtable discussions and knowledge sharing on climate scenario analysis, including participation in a Norsif roundtable, and panel participation and presentations on scenario analysis during PRI in Person in São Paulo. • Reached the target of having NOK 200 billion of AUM in sustainability-themed funds and portfolios by 2025 in Q3 2025. As for the net flows to sustainability-themed funds and portfolios, this has mostly been negative since 2023 when we began our calculations, but we ended 2025 with a positive net flow. • It is the client's sustainability preferences that determine what funds they choose to invest in, and there will be no renewal of the targets set for AUM or net flow to sustainability-themed funds and portfolios.
		Scope 2 GHG emissions	415 934 tonnes	359 433 tonnes	
		Scope 3 GHG emissions	20 103 041 tonnes	17 237 837 tonnes	
		Total GHG emissions	22 312 196 tonnes	19 142 207 tonnes	
	2. Carbon footprint	Carbon footprint	301 tonnes per million EUR invested	340 tonnes per million EUR invested	
	3. GHG intensity of investee companies	GHG intensity of investee companies	726 tonnes per million EUR revenue	701 tonnes per million EUR revenue	

					The data coverage for 2025 was 86% for GHG emissions, 86% for carbon footprint, and 86% for GHG intensity. These figures were 76%, 76% and 78% for 2024, respectively.	Targets and actions planned for 2026 • In 2030, 58 per cent of assets under management should be in companies that have set a science-based target. • Active ownership directed towards the largest holdings with the most significant carbon footprint. • Maintain an active role in key collaborative climate engagements, including Climate Action 100+, and joint engagements with large Norwegian institutional investors on climate and biodiversity. • Incorporate revisions from the updated SBTi Corporate Net Zero Standard, expected in 2026, into the science-based target assessment framework. • Further strengthen the focus on climate risk and opportunities across our portfolios, including engaging with companies exposed to physical and transition risks.
4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	5.97 %	6.21 %	MSCI ESG is the primary data source for identifying companies active in the fossil fuel sector. The PAI indicator is calculated as the proportion of the value of investments in companies with fossil fuel activities relative to the total value of investments with available data. The data coverage for the PAI indicator is 88% in 2025 and 79% in 2024.		
5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	52.45 % Non-renewable energy consumption	58.86 % Non-renewable energy consumption	MSCI ESG is the primary data source for companies’ non-renewable energy consumption and production. The PAI indicator is calculated as the weighted average share of non-renewable energy consumption and production of investee companies. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage.		
		53.36 % Non-renewable energy production	59.04 % Non-renewable energy production	The data coverage for non-renewable energy consumption and production is 76% and 3% for 2025, and 73% and 1% for 2024, respectively.		
6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	Sector A: 0.62 Sector B: 1.05 Sector C: 0.32 Sector D: 4.44 Sector E: 0.62 Sector F: 0.62 Sector G: 0.42 Sector H: 2.38 Sector L: 0.68	Sector A: 0.45 Sector B: 0.94 Sector C: 0.37 Sector D: 4.16 Sector E: 0.83 Sector F: 1.15 Sector G: 0.25 Sector H: 2.46 Sector L: 0.57	MSCI ESG is the primary data source for companies’ energy consumption intensity and sector classification. The PAI indicator is calculated as the weighted average energy consumption intensity of investee companies within each sector. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage. The data coverage is calculated based on investee companies within each sector and not relative to all investments. The data coverage for sector A-H and L is 99%, 100%, 100%, %, 100%, 100%, 99%, 100%, 100% and 100% for 2025 and 100%, 100%, 99%, 100%, 100%, 98%, 100%, 100% and 100% for 2024, respectively.		

Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	6.72 %	5.83 %	MSCI ESG is the primary data source for biodiversity data. The PAI indicator is calculated as the proportion of the value of investments in companies with activities negatively affecting biodiversity-sensitive areas relative to the total value of investments with available data. The data coverage for the PAI indicator is 78% in 2025 and 78% in 2024. Note that our data provider changed their methodology for PAI 7 data in 2024, which has led to an increase of companies considered to be negatively affecting biodiversity-sensitive areas. Consequently, the figures are not fully comparable with previous periods.	<u>Actions taken in 2025</u> • Conducted 44 company engagements on the topic of biodiversity, including deforestation. A key discussion point has been for companies to develop strategies for addressing biodiversity risks and opportunities as well as setting relevant targets. • Continued to work on the engagement target set in our Biodiversity Target document published in 2024 as part of our membership in the Finance for Biodiversity Pledge, reaching 30% of AUM in high-risk sectors by the end of 2025 (21% at the end of 2024, target for 2027 is 40% and 50% by 2030). The document has been renewed with 2025 data and progress on targets as part of our yearly update. • Participated in collaborative engagements through Nature action 100 where we are a part of three engagement groups and have signed letters for several companies. • Participated in collaborative engagements through FAIRR, where we are a part of four different initiatives that are highly relevant for biodiversity. • Joint engagement with other large Norwegian institutional investors on climate and biodiversity where we met with eight companies. • Enhanced monitoring of DNB AM's biodiversity risks. This has included the incorporation of an biodiversity-risk overlay in the dashboard for use by portfolio managers and investment professionals in DNB AM and increase of data coverage for the fixed income portfolio. <u>Targets and actions planned for 2026</u> • Continue to follow up the DNB AM targets for biodiversity as outlined in the Biodiversity target setting document, and report on progress in engagements. • Continue to take active part in major collaborative engagements on biodiversity such as Nature Action 100 and FAIRR. • Engaging large listed Norwegian companies on biodiversity and climate issues in further cooperation with other large Norwegian institutional investors.
Water	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0.05 tonnes per million EUR invested	0.03 tonnes per million EUR invested	S&P Global is the primary data source for companies' emissions to water, while MSCI ESG is the primary data source for enterprise value including cash (EVIC). Due to limited company disclosure on emissions to water, the PAI indicator consists of both reported and estimated data. The PAI indicator is calculated as the weighted average tonnes of emissions to water generated by investee companies per million EUR invested. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage. Data coverage for this indicator remains limited, which may affect the representativeness of the reported proportion. The data coverage for the PAI indicator is 24% in 2025 and 23% in 2024.	<u>Actions taken in 2025</u> • Conducted 10 company engagements on the topic of water. A key discussion point has been for companies to manage water-related risks as well as setting relevant targets. • Proactive engagements on water, prioritizing companies and sectors that are water-intensive or impact water quality, and/or operate in water stressed regions. • Expanded our focus to the technology sector (including data centers and semiconductors), recognizing the emerging water-related risks and impacts in these industries. • Reaffirmed our commitment to collaborative investor initiatives, such as the ChemSec Business Group, including signing letters for several companies. • Participated in a field visit to Minas Gerais, Brazil, with Vale SA to observe the company's tailings management efforts, including their work on filtered tailings. <u>Targets and actions planned for 2026</u> • Continue engaging proactively on water, targeting high water-use sectors such as chemicals, mining, and technology, as well as companies operating in water-stressed areas or impacting water quality. • Continued participation in key collaborative engagements, including the ChemSec Business Group focusing on hazardous chemicals.

						Engage with companies exposed to physical risks related to water, including droughts and floods, and support mitigation actions to enhance resilience across our portfolios.
Waste	9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	11.42 tonnes per million EUR invested	9.10 tonnes per million EUR invested	S&P Global and MSCI ESG are the primary data sources for companies' hazardous and radioactive waste generation, while MSCI ESG provides enterprise value including cash (EVIC). Due to limited company disclosure, the PAI indicator incorporates both reported and estimated data. The PAI indicator is calculated as the weighted average hazardous and radioactive waste generated (tonnes per million EUR invested) of investee companies. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage. The data coverage for the PAI indicator is 78% in 2025 and 73% in 2024.	<u>Actions taken in 2025</u> - Continued our collaborative engagements with the world's largest publicly traded chemical companies through the ChemSec investor initiative with the aim of reducing the adverse impacts of hazardous chemicals and thereby exposure to the financial risks to which they are linked. - Taken part in the FAIRR initiative engagement on Waste and Pollution that is currently in the 3rd phase and focuses on ten publicly listed food and agriculture companies to drive improvements by reducing waste and pollution across their value chains, with a focus on plastics, packaging, chemicals, water pollution, and circular practices. - Stand-alone engagements with other relevant companies, such as companies operating within the mining sector, about issues such as waste management and the use of hazardous chemicals in production processes. <u>Targets and actions planned for 2026</u> - Continue engaging with relevant companies, both directly and through investor collaborations, to drive the reduction of hazardous and radioactive waste.
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						
Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0.20 %	0.16 %	Sustainalytics is the primary data source for identifying companies subject to violations of the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises. The PAI indicator is calculated as the proportion of the value of investments in such companies relative to the total value of investments with available data. The indicator is based on third-party assessments, which may differ from internal assessments. The data coverage for the PAI indicator is 84% in 2025 and 85% in 2024.	<u>Actions taken in 2025</u> - DNB excluded 3 companies considered to have violated norms-based criteria defined in the Group Instruction. Companies that are excluded, are placed on a publicly available list on DNB's website. Among these exclusions, two companies were excluded based on controversies related to corruption and one company was excluded for violating human rights through the violations of individuals' rights in situation of war or conflict. In addition to not being invested in companies on the exclusion list, DNB AM has also decided to remove companies from our investable universe with the basis of the norms-based criteria defined in the Group Instruction. - Updated our country risk assessment to guide engagements with companies operating in high-risk markets. We have conducted in-depth analysis of exposure in countries with ongoing armed conflicts and heightened risk of violations of international humanitarian and human rights law. - Conducted engagements with companies on human and labour rights supply chain due diligence and assessment and reported on DNB AM's fulfilments in line with the Norwegian Transparency Act. <u>Targets and actions planned for 2026</u> - Continued screening and assessment of exclusion criteria connected to verified violations. - Continued engagement with companies with verified or alleged violations of UNGC principles or OECD Guidelines for Multinational Enterprises. DNB AM screens the investment universe regularly to identify potential violations of the UN Global Compact principles and OECD Guidelines for Multinational Enterprises. Where companies are flagged for possible breaches, the matter is

						further assessed in line with the exclusion criteria outlined in the Group Instruction . Depending on the severity of the incident, the investee company may either be excluded directly and placed on the exclusion list on DNBs website or removed from DNB AMs investment universe, or it may be encouraged to rectify its actions and improve processes to prevent future incidents. While promoting best practices is preferred over exclusions or divestments, if active ownership does not result in an acceptable solution, a company may be excluded or removed from DNB AMs investment universe.
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0.42 %	1.06 %	MSCI ESG is the primary data source for identifying companies without policies to monitor compliance with the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises, or without grievance or complaints handling mechanisms to address violations of such principles and guidelines. The PAI indicator is calculated as the proportion of the value of investments in such investee companies relative to the total value of investments with available data. Note that our primary data provider changed their methodology for PAI 11 data in 2024, which has led to a decrease in the portion of investee companies lacking compliance mechanisms. Consequently, the figures are not fully comparable with previous periods. The data coverage for the PAI indicator is 78% in 2025 and 79% in 2024.	<u>Actions taken in 2025</u> • In 2025, 55 engagement dialogues related to human rights and labour rights with various companies were conducted. The absence of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises is seen as a deviation from best practices and serves as a basis for initiating an engagement. <u>Targets and actions planned for 2026</u> • Continued active ownership towards companies with lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises.
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	14.03 %	13.74 %	MSCI ESG is the primary data source for companies' unadjusted gender pay gap. The PAI indicator is calculated as the weighted average gender pay gap of investee companies. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage. Data coverage for this indicator remains limited, which may affect the representativeness of the reported proportion. The data coverage for the PAI indicator increased from 63% in 2024 to 75% in 2025.	<u>Actions taken in 2025</u> • Published an expectations document for companies on Human Capital Management. The document covers our expectations as to how companies in our investment universe integrate human capital, including considerations on diversity and inclusion, in their governance structure, strategy, risk management and engagement and disclosure, metrics, and targets. • In 2025, 23 engagement dialogues related to Human Capital and Artificial Intelligence with various companies were conducted. The focus area includes our work with diversity and inclusion and workplace-rights related matters beyond internationally recognized standards on labor rights. • Updated our voting guidelines for Norway in accordance with changes made by the Norwegian Corporate Governance Board (NUES). Both our Norwegian and Global voting guidelines include diversity and inclusion considerations from a governance perspective with respect to board gender diversity. • Engaged with boards, management, and nomination committees prior to general meetings, or followed up after the meetings, about issues such as board composition, including diversity. We consider at least 40 per cent representation of each gender to be best practice.
	13. Board gender diversity	Average ratio of female to male board members in investee companies, expressed	38.88 %	38.74 %	MSCI ESG is the primary data source for companies' board gender diversity. The PAI indicator is calculated as the weighted average ratio of female to male board members of	

		as a percentage of all board members			investee companies. Portfolio weights are normalized across investee companies with available data to account for incomplete data coverage. The data coverage for the PAI indicator is 78% in 2025 and 78% in 2024.	<u>Targets and actions planned for 2026</u> - Expand expectation document on Human Capital to include a section on ethical Artificial Intelligence, including how companies might leverage data analytics for human capital management and talent development. - Engage companies on the use of data analytics for human resources and talent development. - Engage with board, management and nomination committees in relation to general meetings about board composition.
14. Exposure to controversial weapons (anti - personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0.00 %	0.00 %	MSCI ESG is the primary data source for identifying companies with exposure to controversial weapons. The PAI indicator is calculated as the proportion of the value of investments in such investee companies relative to the total value of investments with available data. The indicator is based on data provided by an external data provider, supplemented by internal assessments. In cases where the data provider has flagged companies for involvement in controversial weapons, these assessments have been reviewed and, where deemed not to meet the applicable definition, adjusted accordingly. The data coverage for the PAI indicator is 79% in 2025 and 79% in 2024.	<u>Actions taken in 2025</u> - Screening and strict exclusion criteria. - No changes were made to our exclusion criteria on controversial weapons compared to the previous year. <u>Targets and actions planned for 2026</u> - Continuous screening and strict exclusion criteria. <u>Exclusion criteria:</u> The Group Instruction outlines that there shall be no investments in companies that themselves or through the entities they control produce weapons which through normal use violate basic humanitarian principles. DNB shall not invest in companies that are involved in anti-personnel mines and cluster munitions, as described in the Anti-Personnel Mine Ban Convention and the Convention on Cluster Munitions, or in companies that develop and produce key components for weapons of mass destruction. Weapons of mass destruction are defined as NBC weapons (nuclear or atomic, biological and chemical weapons). The same applies to non-detectable fragments, incendiary weapons, and blinding laser weapons. Note that the list is not exhaustive. MSCI is the primary data source for DNB AM when evaluating company involvement in controversial weapons. This data is supplemented with DNB AMs internal assessments of the companies flagged for involvement by MSCI ESG based on the exclusion criteria outlined in the Group Instruction . DNB AM conduct internal research or use complementary data sources where data from MSCI ESG is unavailable, ensuring no investments are made in companies that produce controversial weapons. This aligns with the requirements of the Group Instruction.	

Table 2: Indicators applicable to investments in sovereigns and supnationals

Indicators applicable to investments in sovereigns and supnationals					
Adverse sustainability impact indicator		Metric	Impact 2025	Impact 2024	Explanation*
Environmental	15. GHG intensity	GHG intensity of investee countries	136.43 tonnes per million EUR GDP of investee countries	147.48 tonnes per million EUR GDP of investee countries	MSCI ESG is the primary data source for GHG intensity of investee countries. The PAI indicator is calculated as the weighted average GHG emission intensity of investee countries. Portfolio weights are normalized across investee countries with available data to account for incomplete data coverage. Data is available for 2% if all investments for the PAI indicator, which corresponds to 91% of eligible investments in 2025. In 2024, data was available for 2% of all investments which corresponded to 92% of eligible investments.
					<u>Actions taken in 2025</u> - The carbon intensity of countries will be driven by the ambition of the countries to reduce emissions as part of their Nationally Determined Contributions under the Paris Agreement. As we have a limited ability to influence countries' pledges and the targets set, we prioritise engaging with companies regarding their GHG emissions reduction targets. - Engaged with companies regarding their GHG emissions reduction targets, which will impact the overall carbon intensity of the countries in which they are based. <u>Targets and actions planned for 2026</u> - Continued engagements to influence companies to set GHG emissions reduction targets, focusing on the largest holdings with the largest carbon footprint, as part of the implementation of the transition strategy. Engagements towards countries are defined as engagements with policymakers. Such engagements are coordinated at the DNB Group level. Participation by DNB AM in collaborative initiatives, signing letters to or other activities targeting policymakers is undertaken in accordance with relevant internal governance processes and alignment at group level.

Social	16. Investee countries subject to social violations	Number of investee countries subject to social violations (absolute number and relative number divided by all investee countries), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law	0 countries 0.00 %	0 countries 0.00 %	MSCI ESG is the primary data source for identifying countries subject to social violations. The PAI indicator is calculated as the weighted proportion of investee countries subject to social violations. Portfolio weights are normalized across investee countries with available data to account for incomplete data coverage. Data is available for 2% of all investments for the PAI indicator, which corresponds to 91% of eligible investments in 2025. In 2024, data was available for 2% of all investments which corresponded to 92% of eligible investments.	<u>Actions taken in 2025</u> • The identification of investee countries subject to social violations is based on their adherence to internationally recognized norms and conventions. Given that our ability to influence country-level conditions is inherently limited, exposure to such risks is primarily mitigated through the application of strict exclusion criteria at both company and bond level. In addition, social risks are mitigated through the exercise of active ownership at the company level. Engagement with policy makers is coordinated at group level. • Screening and strict criteria for companies on social violations, as outlined in the Group Instruction. • Screening and strict criteria related to investments in government bonds from countries subject to sanctions, as outlined in the Group Instruction. • Updated our country risk assessment to guide engagements with companies operating in high-risk markets. <u>Targets and actions planned for 2026</u> • Continuous screening and strict criteria for companies on social violations, as outlined in the Group Instruction. • Screening and strict criteria related to investments in government bonds from countries subject to sanctions, as outlined in the Group Instruction. Engagements towards countries are defined as engagements with policymakers. Such engagements are coordinated at the DNB Group level. Participation by DNB AM in collaborative initiatives, signing letters to or other activities targeting policymakers is undertaken in accordance with relevant internal governance processes and alignment at group level. <u>Exclusion criteria:</u> Companies may be placed on DNBs exclusion list or removed from DNB AMs investment universe if there is an unacceptable risk that a company contributes to or is responsible for serious or systematic violations of human rights, grave violations of individual rights in wars or conflict situations, serious violations of basic labour rights or other particularly critical violations of basic ethical norm. The list is not exhaustive. DNB AM does also not invest in government bonds from countries subject to sanctions imposed by the UN Security Council. Complete overview of our exclusion criteria including the ones relating to social violations are outline in our Group Instruction.
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Table 3: Other indicators for principal adverse impacts on sustainability factors

Other indicators for principal adverse impacts on sustainability factors						
Additional climate and other environment-related indicators						
Adverse sustainability impact	Adverse impact on sustainability factors (qualitative or quantitative)	Metric	Impact 2025	Impact 2024	Explanation*	Actions taken, and actions planned and targets set for the next reference period**
Indicators applicable to investments in investee companies						
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS						
Emissions	4. Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement	43.82 %	47.63 %	MSCI ESG is the primary data source for identifying companies without carbon emission reduction initiatives. The underlying metric from MSCI is partly based on estimated data. The PAI indicator is calculated as the proportion of the value of investments in such investee companies relative to the total value of investments with available data. The data coverage for the PAI indicator is 77% in 2025 and 77% in 2024. The data provider updated its methodology for this indicator in 2024, resulting in an increase in the reported proportion of investee companies without carbon emission reduction initiatives.	See PAI 1-6 for climate related actions and targets. DNB AM has set a target based on the SBTi's portfolio coverage methodology, in line with market practice for asset managers. The target entails that we aim to increase the proportion of our investments that have science-based emissions reduction targets. Our target covers equities and corporate bonds. We have set a target based on the baseline AUM with science-based targets (SBTs) at year-end 2022. A linear path was drawn to 100 per cent in 2040, giving a target for 2030 of 58 per cent of AUM with science-based targets. At year-end 2025, 47% of our AUM was in companies that have set a science-based target.
Additional indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters						
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						
Adverse sustainability impact indicator	Adverse impact on sustainability factors (qualitative or quantitative)	Metric	Impact 2025	Impact 2024	Explanation*	Actions taken, and actions planned and targets set for the next reference period**
Indicators applicable to investments in investee companies						

Human Rights	9. Lack of a human rights policy	Share of investments in entities without a human rights policy	2.95 %	4.40 %	MSCI ESG is the primary data source for identifying companies without a human rights policy. The PAI indicator is calculated as the proportion of the value of investments in such investee companies relative to the total value of investments with available data. The data coverage for the PAI indicator is 78% in 2025 and 79% in 2024. <u>Actions taken in 2025</u> • Lack of a human rights policy is considered a deviation from best practices and serves as a basis for initiating engagement. In 2025, 55 engagement dialogues related to human rights and labour rights with various companies were conducted. • We continued our engagement with big tech companies on human rights through the big tech working group and participated in learning-sessions and forums such as the UN Forum on Business and Human Rights, notably on “the safeguarding of human rights in the age of AI” and “investing in responsible tech”. • Participated in two company dialogues with Enel SpA through the PRI Advance initiative to understand their work on stakeholder dialogue and human rights due diligence. • Updated our country risk data tool and country risk mapping. We have conducted in-depth analysis of exposure in countries with ongoing armed conflicts and heightened risk of violations of international humanitarian and human rights law. • Conducted engagements with companies on human and labour rights supply chain due diligence and assessment and reporting in line with the Norwegian Transparency Act. <u>Targets and actions planned for 2026</u> • Continue our participation in the working group on big tech and human rights, with particular focus on ethical AI. • Maintain an active role in the collaborative engagement initiative PRI Advance. • Continued engagement and reporting in line with requirements in the Norwegian Transparency Act. • Promote comprehensive human rights and environmental due diligence aligned with legislation in Norway and the EU, emphasizing risk assessment and impact mitigation across the value chain.
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* Note:

- The scope of this statement is limited to (i) investment funds managed by DNB AM and (ii) discretionary mandates managed on behalf of individual clients. Private Equity (PE) products have not been included in the calculation. This reflects limited data availability for underlying investments. A project to incorporate data from a third-party provider for PE investments is currently underway.
- Limited data coverage may affect the representativeness of the reported PAI indicators and could result in an understatement of potential adverse impacts. PAI indicators are calculated based on available data, with portfolio weights normalized to account for incomplete data coverage. This implicitly assumes that investee entities with available data are representative of those with missing data, which may not fully be the case.
- Each PAI indicator is presented together with its corresponding data coverage, measured as the current value of investments with available data relative to the current value of total investments. The calculation of data coverage excludes private equity funds. For PAI 1.6, data coverage is presented as a ratio of the current value of applicable investments within each sector.
- Principal adverse impacts are considered only for investments made through applicable financial instruments. Exposure through currencies and related derivatives, futures, cash, interest rate derivatives, and securities lending are not considered to be directly associated with the principal adverse impacts of underlying companies or countries in this report.
- Calculations are based on the most recent available PAI data. This may result in differences in reporting periods between data points at the level of investee companies, as well as across investee companies, due to variations in data availability.

** Note: Statements regarding actions taken, actions planned, and targets set for the next reference period are limited to instances where DNB labeled funds managed by DNB AM maintains ownership of the underlying holdings and, as such, DNB AM is in a state to exercise active ownership or to divest from the position, as appropriate.

Description of policies to identify and prioritise principal adverse impacts on sustainability factors

Methodology to identify and prioritize principal adverse impact

[The DNB Group Instruction for Responsible Investments](#) (Group Instruction) forms the basis of our work. The instruction seeks to ensure that DNB does not contribute to human or labor rights violations, corruption, serious environmental harm and other actions that could be regarded as unethical. The instruction applies to all financial investments and covers all asset classes. Nevertheless, there are some specific and divergent guidelines for individual portfolio management agreements and private equity funds. Particularities of these product types are further detailed in the [DNB AM Sustainability Risk Integration Policy](#), that in line with the regulation is updated annually.

Identifying principal adverse impact

Reducing adverse impacts of our portfolios is an integral part of our work with responsible investments in DNB AM. The starting point for reducing negative impact is identifying PAIs of investment decisions on sustainability factors. Our main tools for identification of adverse impact are screening and active ownership.

The Responsible Investments team (RI team) of DNB AM work closely with all portfolio managers and key portfolio management teams have their own dedicated analyst from the RI team. The RI team screen companies biannually, prior to inclusion into our investment universe and quarterly for benchmark rebalancing. The purpose of this screening is to uncover potential breaches of the [Group Instruction](#). The identification of negative impact intends to take into consideration the likelihood of events, the degree of severity, as well as whether the consequences are irreversible. Based on the screening, and in-house research, we highlight potential negative impacts to the portfolio managers.

Sustainability data, including PAI data, is incorporated into DNB AM's portfolio management and information systems and is available to investment professionals. The data is updated on a daily basis, and portfolio managers use this data in their financial modelling and investment decision making. The availability of this data in the front office system also often acts like a flag for the portfolio managers, triggering further investigation and discussion with the RI team regarding potential adverse impact. These discussions may trigger actions such as further investigation, engagement with the company, or impact on the investment decision.

DNB AM's active ownership practices are further elaborated in the section on engagement policies.

Prioritizing principal adverse impact

The prioritization of mitigation of PAI is based on the [Group Instruction](#) and our engagement strategy. Our engagement strategy is outlined in our [Engagement Guidelines](#), in the [DNB AM Annual Report on Responsible Investments](#) (page 23), and further detailed in the section on engagement policies below.

Supporting the active ownership prioritization and process are our long-term and thematic focus areas. Our long-term focus areas in 2025 were climate change, water, human rights, and biodiversity including deforestation. In addition to the long-term focus areas, our engagement strategy consists of selected shorter-term thematic focus areas, which in 2025 was human capital and artificial intelligence. The focus areas are selected based on their relevance, financial materiality, and the potential for meaningful engagement with companies on these issues. The focus areas are the backdrop of our engagement activities, and we set goals and measure achievements for each of the areas (see [DNB AM Annual Report on Responsible Investments](#) page 29-30).

To ensure alignment with DNB AM's priorities, the focus areas were the starting point for selecting the additional PAI indicators. Furthermore, DNB's Transition Strategy and Sustainability Policy, coverage and data quality were assessed in the selection. DNB AM has selected the following two additional indicators:

1. Environmental Indicator: Investments in companies without carbon emission reduction initiatives – Share of investments in investee companies without carbon emissions reduction initiatives aimed at aligning with the Paris Agreement.

This environmental indicator was selected as it is underpinning DNB AM's climate change focus area and related targets. Climate change has been defined as a long-term focus area for DNB AM since we first defined focus areas for our work on responsible investments in 2017. Our general expectations towards portfolio companies on climate are outlined in our [expectations document on climate change](#).

The indicator is also supporting DNB's [transition plan](#), which was published in 2023 and updated in 2025. The ambition is to reach Net zero emissions by 2050, including from DNB's investment portfolios. DNB AM seeks to drive real-world impact in terms of emissions reductions. To reduce our emissions as an asset manager, we are dependent on emissions reductions from the companies we invest in. We have therefore been engaging with companies on setting emissions reduction targets for their operations and their value chain for years and we see this as our main lever for contributing to emissions reductions in our portfolios going forward.

2. Social indicator: Lack of a human rights policy – Share of investments in entities without a human rights policy.

This social indicator was selected as it is a fundamental part of DNB AM's expectations towards portfolio companies on human rights. Human rights have been defined as a long-term focus area for DNB AM since we first defined focus areas for our work on responsible investments in 2017, and we engage with companies on their adverse human rights impacts. Our general expectations to companies on human rights are outlined in the expectations document on [human rights](#).

DNB AM expects companies to develop a stand-alone public commitment to respect human rights, covering operations, supply chains and other business relationships. The policy should include how human rights are integrated into governance, strategy, risk management, goals, metrics, and reporting. It should also include measures to address salient human rights risks, including cessation.

Measuring the share of investments in entities without a human rights policy serves as a key social indicator for DNB AM. It reflects our commitment to human rights and allows us to identify and address potential risks within our investment portfolio. Companies with a robust human rights policy are more likely to manage and mitigate adverse human rights impacts effectively, thereby reducing the risk of complicity in human rights abuses.

While the indicator for the presence of a human rights policy is binary (yes/no), the reality is more granular, as the quality and implementation of these policies vary widely. Through our engagement activities, we assess and encourage companies to strengthen their human rights policies, advocating for specific commitments like ensuring living wages.

Please note that our prioritization methodology for engagements is described in the [section on engagements](#) in this document.

Governance

The DNB Group has a well-established governance structure that is led by the Board. DNB AM is working within DNB's governance structure, see page 18 in the [Annual Report for Responsible Investments](#). Through the DNB AM Board, relevant Committees, and senior management, we further integrate sustainability risks and opportunities and other ESG considerations into decision making and business processes. Sustainability at DNB AM is addressed at senior management level through the CEO, Head of Responsible Investments and the CIO.

DNB's Responsible Investment Committee implements and monitors the [Group Instruction](#). It is owned by the EVP Group Sustainability and approved by the Group Chief Financial Officer of DNB Bank ASA. The last version of the Group Instruction was approved in February 2026 and is available on our website. The daily responsibility to implement the Group Instruction in DNB AM lies with the RI team.

Data processes

DNB AM's internal data processes are designed to provide investment professionals with high-quality, standardized and consistent data for investment decision-making, transparency, and reporting purposes. External data providers supply data, primarily on a daily basis, which is integrated into internal reporting and portfolio management systems. Aggregated portfolio-level data, as well as company-specific data, is made available to all investment professionals.

For the fiscal year 2025, we have sought to use company-reported data collected by external data providers for the assessment of PAI indicators. Data quality and coverage vary across indicators and are key considerations in the selection of data providers. In some cases, multiple providers are used to improve coverage while maintaining data quality. Where reported data coverage is insufficient, estimated data from external providers has been used to supplement reported data. In limited cases, DNB AM's Responsible Investments team has collected company-reported data where external provider coverage is unavailable or where data has been identified as inconsistent with company disclosures.

The methodology for measuring principal adverse impacts is based on a best-effort approach and the current interpretation of applicable regulatory requirements. The aggregated PAI indicators presented in this report are calculated using the latest available data for investee companies and countries. To ensure comparability over time and to avoid underestimating the potential adverse impact of investments, the PAI indicators represent the principal adverse impact of investee companies or countries for which data is available and not based on the total market value of all investments. Each PAI indicator is complemented with data coverage, which ⁴ calculated on the basis of total market value of all investments, except where otherwise specified in the explanation section of the PAI table.

This report is subject to several limitations that may affect the accuracy, completeness, and comparability of the data presented. These include, but are not limited to:

- Use of external data sources, where differences in methodologies, assumptions, coverage and underlying data may result in inconsistencies and affect the comparability and interpretation of the reported figures.

⁴ For specific information about the calculation of each PAI indicator, please refer to the explanation column in the tables in the previous section.

- Comparability across the industry is further challenged by differing interpretations of regulatory requirements and evolving market practices. Data limitations, including incomplete coverage, reliance on estimates for certain indicators, and time lags in data updates, may also affect the reliability of the aggregated figures.
- Insufficient data coverage may lead to underestimation of adverse impacts, while changes in data availability over time may affect trend analysis. Moreover, updates to calculation methodologies between reporting periods may impact the comparability of results across time.
- PAI indicators are based on the latest available reported or estimated data. Due to differences in reporting timelines across investee companies and countries, the data may not fully reflect the most recent underlying developments.
- The PAI indicators are calculated for all investee companies and countries. Where data is not available, the principal adverse impact is estimated based on the assumption that investee companies without data are, on average, comparable to the covered portion of the portfolio. This approach is applied to avoid implicitly assuming zero adverse impact for investments with missing data, which could otherwise lead to bias in the results. However, this assumption may not fully capture differences between investee companies with and without available data and may therefore affect the representativeness of the results. This effect may be more pronounced where data coverage is limited and should be considered when interpreting the reported indicators.

In 2025, we continued to enhance data coverage for PAIs within our fixed income portfolio by integrating data obtained from a new service provider, following an agreement entered into late in the previous year. We also enhanced some of our screening tools in our internal system, making them more systematic and automated, supporting a more streamlined approach to assessing sustainability risks and opportunities, including adverse impacts. As for PAI data for our private equity portfolio, we have entered into an agreement to start receiving data and are working to integrate this data into our portfolio management systems and aggregated calculations for the DNB AM portfolio. DNB AM aims for continuous improvement in our PAI monitoring and reporting by assessing our data providers as well as engaging with companies to encourage them to improve their reporting in this area.

Table 4: Overview of data sources

Adverse sustainability indicator	Primary data sources used for reporting
Mandatory indicators	
1. GHG emissions scope 1	MSCI ESG
1. GHG emissions scope 2	MSCI ESG
1. GHG emissions scope 3	MSCI ESG
1. GHG emissions scope 1, 2 and 3	MSCI ESG
2. Carbon footprint	MSCI ESG
3. GHG intensity of investee companies	MSCI ESG
4. Exposure to companies active in the fossil fuel sector	MSCI ESG

5. Share of non-renewable energy consumption and production	MSCI ESG
6. Energy consumption intensity per high impact climate sector	MSCI ESG
7. Activities negatively affecting biodiversity-sensitive areas	MSCI ESG
8. Emissions to water	S&P Global
9. Hazardous waste and radioactive waste ratio	S&P Global MSCI ESG
10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Sustainalytics
11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	MSCI ESG
12. Unadjusted gender pay gap	MSCI ESG
13. Board gender diversity	MSCI ESG
14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	MSCI ESG
15. GHG intensity of investee countries	MSCI ESG
16. Investee countries subject to social violations	MSCI ESG
Additional indicators	
4. Investments in companies without carbon emission reduction initiatives	MSCI ESG
9. Lack of a human rights policy	MSCI ESG

Engagement policies

We practice active ownership through voting and engagement with companies our funds invest in. Our overarching aim is to influence companies to improve their practices, thereby securing long-term shareholder value and mitigating sustainability risks as well as the adverse impacts of companies, in the best interest of our clients.

Engagement

Active ownership through engagement seeks to ensure that our investments are in compliance with the [Group Instruction](#), as well as pushing companies towards best practice. Our engagement strategy is outlined in the [Engagement Guidelines](#). All the PAI indicators applicable for investee companies may be addressed in our engagement activities when considered material. Engagements may either take place directly with companies, or in collaboration with other investors, for example through engagement initiatives or through our external service provider.

Engagement goals can be related to a specific incident (reactive), or they can aim to improve companies' general performance on sustainability-related processes and issues (proactive), which may otherwise lead to underperformance. This is consistent with the concept of double materiality, which speaks to the fact that issues or information that are material to environmental and social objectives may develop to have financial consequences over time.

- In general, **incident-based engagement processes** should aim to not exceed two years. If the desired outcome is not achieved, the engagement process will be evaluated and may be terminated if significant progress has not been made. Several points of action will be considered at such a point, including renewal of the objectives of engagement, the exclusion of the relevant company/companies with placement on the exclusion list on DNBs website or removal from the investment universe.
- For **proactive engagements**, the aim of our dialogue is continuous improvement, and the engagement periods may therefore be more flexible and long-term.

Our engagement strategy centres on long-term and shorter-term, thematic focus areas. Our long-term focus areas rarely change as they are fully integrated into our way of working. Thematic focus areas, on the other hand, involves engagement with companies within defined areas of concern, that are more topical. Inputs to determining such focus areas include the UN Sustainable Development Goals (SDGs), international initiatives, regulations, client's interests, media, and non-governmental organisations. Our approach to the different focus areas is further detailed in DNB AM's expectations documents, all publicly available on our [website](#).

Expectations documents are often the starting point for our dialogues with companies. The purpose of our expectations document is to define our expectations and asks towards companies. They serve as the basis for communicating our expectations to companies regarding best practice in terms of sustainability. The documents are approved and owned by the Head of Responsible Investments and implemented by the RI team.

For an overview of how the different PAIs are related to our expectations documents, please see Table 5. Note that several indicators are also addressed in the [Group Instruction](#) as outlined in the previous section.

Table 5. DNB AM expectations documents with relevant PAI indicators

Climate Change	• PAI 1: GHG emissions • PAI 2: Carbon footprint • PAI 3: GHG intensity • PAI 4: Exposure to companies active in the fossil fuel sector • PAI 5: Share of non-renewable energy consumption and production • PAI 6: Energy consumption intensity per high impact climate sector • Additional PAI: Investments in companies without carbon emission reduction initiatives
Human Rights	• PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises • PAI 11: Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises • PAI 14: Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) • PAI 16: Investee countries subject to social violations • Additional PAI: Lack of a human rights policy
Biodiversity including deforestation	• PAI 1: GHG emissions • PAI 2: Carbon footprint • PAI 3: GHG intensity • PAI 7: Activities negatively affecting biodiversity-sensitive areas • PAI 8: Emissions to water • PAI 9: Hazardous waste and radioactive waste ratio
Water	• PAI 8: Emissions to water
Oceans	• PAI 1: GHG emissions • PAI 7: Activities negatively affecting biodiversity-sensitive areas • PAI 8: Emissions to water • PAI 9: Hazardous waste and radioactive waste ratio • Additional PAI: Investments in companies without carbon emission reduction initiatives
Serious Environmental Harm	• PAI 7: Activities negatively affecting biodiversity-sensitive areas • PAI 8: Emissions to water • PAI 9: Hazardous waste and radioactive waste ratio • PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
Human Capital Management	• PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises • PAI 12: Unadjusted gender pay gap • PAI 13: Board gender diversity
Responsible Tax Practices	• PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
Anti-Corruption	• PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
Health and Sustainable Food Systems	• PAI 1: GHG emissions • PAI 2: Carbon footprint • PAI 3: GHG intensity • PAI 7: Activities negatively affecting biodiversity-sensitive areas • PAI 8: Emissions to water • PAI 9: Hazardous waste and radioactive waste ratio • Additional PAI: Investments in companies without carbon emission reduction initiatives • PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises • PAI 11: Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises

How we prioritize our engagements is further dependent on the type of fund that has exposure to companies and/or sectors. We prioritize proactive engagements with companies that are part of actively

managed funds, companies that DNB AM has a large holding in, or which DNB AM may have a large holding in in the future. For both passively and actively managed funds, incident-based engagements are conducted, when necessary, for example in connection to controversies.

DNB AM does not necessarily have to be a current holder of the companies addressed in engagements. For example, engagement with excluded companies is considered a duty to our clients to ensure that our exclusion list remain current and accurate. However, we prioritise dialogues where we directly, or in collaboration with other investors, can have the greatest impact and contribute to positive change.

DNB AM prefers promoting best practice through active ownership over exclusions, but companies may be excluded and placed on the exclusion list on DNBs website or removed from DNB AMs investment universe if they are found to be in breach of our [Group Instruction](#) such as our product-based criteria or international norms and standards.

Voting

Our aim is to vote at all general meetings for Norwegian listed companies our funds are shareholders in. Furthermore, we aim to vote at general meetings of all listed companies we hold in our actively managed funds and all annual general meetings of listed companies where shareholder resolutions are brought forward⁵. We engage with boards, management and nomination committees prior or in connection to such meetings.

Our voting policies are defined in our [global](#) and [Norwegian](#) voting guidelines, approved by DNB AM's board. The board grants voting authority to the CEO, who can further delegate authority to the RI team at his discretion. The RI team then coordinates the voting procedures. How voting is carried out is reported to the board regularly, and voting on certain items might be discussed in board meetings when necessary. Both of our voting guidelines were updated in 2025. The global guidelines were last updated in April 2025, and Norwegian guidelines in December 2025.

Voting will primarily happen by proxy, but we will physically attend shareholder meetings in certain cases. Our proxy voting service provider, ISS, facilitates the voting process by providing both standard voting analyses, and analyses based on our own voting guidelines. These resources are used to inform our voting decision.

PAI indicators such as unadjusted gender pay gap (PAI 12) and board gender diversity (PAI 13), in addition to other PAI indicators such as the ones related to greenhouse gas emissions, are addressed through our voting activities. DNB AM actively engages in voting on shareholder proposals and resolutions that specifically target these issues. By voting in favor of proposals that promote fair and equitable compensation practices, advocate for reducing gender pay disparities, and encourage diverse board representation, we signal our support for companies to take concrete actions in addressing these PAIs.

DNB AM publicly discloses voting activities at [VDS Dashboard \(issgovernance.com\)](#).

⁵ With the exception of DNB Global Enhanced Small Cap, where we do not vote.

Policy Adjustments

DNB AM regularly evaluates the extent to which there has been an increase or a decrease in the PAIs. In cases where progress is insufficient, our engagement policies may be adapted in terms of engagement themes, selection of companies for engagement, and the overall engagement process, including escalation strategies and objective setting. Furthermore, if engagement efforts prove to be ineffective, companies might be excluded and placed on the exclusion list on DNBs website or removed from DNB AMs investment universe.

References to international standards

In the next paragraphs, the internationally recognized standards with a concrete link to the PAIs are outlined.

Paris Agreement

Link to sustainability indicators

- PAI 1: GHG emissions
- PAI 2: Carbon footprint
- PAI 3: GHG intensity
- PAI 4: Exposure to companies active in the fossil fuel sector
- PAI 5: Share of non-renewable energy consumption and production
- PAI 6: Energy consumption intensity per high impact climate sector
- Additional PAI: Investments in companies without carbon emission reduction initiatives

Methodology and data used

DNB AM strives to make a meaningful contribution towards the goals of the Paris Agreement, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In 2021, the DNB Group announced the ambition to have Net zero emissions from financing and investment activities by 2050. This was followed by the launch of a transition plan in 2023, and an update of the plan in 2025. DNB AM's related goals are:

- 58 per cent of AUM in companies that have set a science-based target in 2030.
 - Engage with high emitting companies on climate, starting with the 30 companies with the largest contribution to DNB AM's Weighted Average Carbon Intensity (WACI) in 2023.
 - Report on the number of climate-related proposals we have voted on at general meetings.

At a global level, to limit warming, net total GHG emissions must move to zero. To achieve this, the companies responsible for these emissions must reduce them. We will continue to leverage our role as an active owner and work with companies to reduce their emissions and target Net zero by 2050 within a recognized, scientifically developed carbon budget.

We have set a target based on the baseline AUM with science-based targets (SBTs) at year-end 2022. A linear path was drawn to 100 per cent in 2040, giving a target for 2030 of 58 per cent of AUM with science-based targets. We have set the target deadline in 2040, as that year is the last chance for companies if they are going to reach their target in 2050 given the 5–10-year timeline of short-term climate targets. This is similar with renown methodologies such as the SBTi's portfolio coverage approach for the Financial Sector. DNV Supply Chain Business Assurance Services UK Limited performed a third-party science-based target alignment assessment of DNB's 2030-targets in 2024, including DNB AMs target, finding it to be set in line with science.

For company targets in DNB AMs assessments of companies in our portfolios to be considered science-based, they should be approved by the SBTi. However, DNB AM may accept targets that are not SBTi approved but that are science-based. We have developed an in-house framework to review companies' science-based targets and can accept targets and actions by companies that meet our criteria. The framework was developed using the framework of Climate Action 100+, along with input from other

sources including the Carbon Disclosure Project (CDP), the Institutional Investors Group on Climate Change (IIGCC), the TCFD, Transition Pathway Initiative (TPI) and the SBTi.

DNB AM managed funds contain companies across all sectors, from those offering climate solutions to those in hard-to-abate sectors with high emissions. While DNB AM expects all companies to set emission reduction targets and make efforts to reduce emissions, the scale of emission reductions is dependent on the technological feasibility of the sector. For this purpose, assessments of the science-based emission reduction potential of companies are important when discussing the setting of targets.

To assess the alignment of the funds we manage, DNB AM measures the WACI daily. The data for these calculations are sourced primarily from MSCI ESG and supplemented with other sources in situations where data is not available from the data providers.

To undertake the climate scenario analysis, DNB AM uses the MSCI ESG CVaR assessment tool. The output is a forward-looking CVaR metric comprised of an assessment of policy risk, transition opportunities, and physical risks. The CVaR assessment aims to “measure the potential impact of different climate scenarios on individual securities’ valuation” and provides a percentage value of the potential impact resulting from climate change under each scenario. These security level results are then aggregated up to the fund level to provide a fund level CVaR. Please see the [Annual Report on Responsible Investments](#) (page 37-42) for more information.

DNB AM’s expectations towards companies as well as references to international standards on climate change is further detailed in our [expectations document on climate change](#).

UN Global Compact, OECD Guidelines for Multinational Enterprises and UN Guiding Principles on Business and Human Rights

Link to sustainability indicators

- PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
- PAI 11: Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises)
- Additional PAI: Lack of a human rights policy

Methodology and data used

Engagement with companies and the exercise of ownership rights shall be based on international norms and standards, including the UN Global Compact (UNGC), and the OECD Guidelines for Multinational Enterprises, and be consistent with the United Nations Guiding Principles on Business and Human Rights.

Active ownership and screening, as detailed in previous sections of this document, is conducted to uncover actual or potential breaches of the [Group Instruction](#) and internationally recognized standards and conventions. Companies that are in breach with our [Group Instruction](#) and which show unwillingness to change, may be excluded and placed on the exclusion list on DNBs website or removed from DNB AM’s investment universe.

Relevant data sources include the Sustainalytics Global Standards Screening and Controversy screening. We also use data on controversies from MSCI ESG.

DNB AM’s expectations towards companies, as well as references to international standards on human rights, is further detailed in our [expectations document on human rights](#).

Taskforce on Nature-related Financial Disclosures (TNFD)

Link to sustainability indicators

PAI 7: Activities negatively affecting biodiversity sensitive areas

Methodology and data used

Managing the impact on biodiversity arising from our portfolio is an important part of our work on responsible investments. Some of the challenges for investors and companies in fighting biodiversity loss have been the local nature of biodiversity challenges, the lack of good data and metrics, no broadly accepted assessment tools, and no globally accepted reporting standards. TNFD is a key initiative that might help solve these challenges. The TNFD complements the TCFD climate-related framework, to give companies and financial institutions a more complete picture of their environmental risks and opportunities. DNB AMs TNFD reporting can be found in our [Annual Report for Responsible Investments](#) (page 11-13).

To ensure adherence to international standards on biodiversity, DNB AM has signed the multiyear global initiative Finance for Biodiversity Pledge. As part of this initiative, we are committed to work on many aspects of biodiversity, including setting targets, development of metrics, engagements, collaboration, and progress reporting. In 2024, we published a policy document, outlining four targets for our work with biodiversity. This [policy document](#) was updated in 2025 with the progress we have made so far and updated assessments. DNB AM's targets for our work with biodiversity are:

- Assess and quantify biodiversity impacts and dependencies.
 - Yearly assessment as part of our annual reporting including all managed equity funds.
- Engage companies in the most material industries (impact and dependencies).
 - End of 2027: Engaged at least 40% of AUM in the most material industries.
 - End of 2030: Engaged at least 50% of AUM in the most material industries.
- Aim to set targets for AUM in companies with biodiversity related commitments.
 - No specific target formulated yet because of challenges with the lack of global consensus on relevant commitments as well as the level of maturity of several frameworks for setting targets.

To complement this work, we are part of the UNEP FI Sustainable Blue Economy Initiative, which promotes "blue" healthy economy/ocean-related activities. Furthermore, DNB Group is also a member of Partnership for Biodiversity Accounting Financials (PBAF). The PBAF will help DNB AM assess and disclose impact and dependencies on biodiversity related to investments. Several of the European Union's regulatory initiatives of which we report in line with, including the Taxonomy, CSRD and the SFDR, also contain biodiversity elements and metrics.

Relevant data sources include MSCI ESG.

DNB AM's expectations towards companies as well as references to international standards on biodiversity is further detailed in our [expectations document on biodiversity](#), which is closely linked to our expectations documents on [water](#), [oceans](#) and [health and sustainable food systems](#).

The G20/OCED Principles of Corporate Governance

Link to sustainability indicators

- PAI 8: Excessive CEO pay ratio
- PAI 12: Unadjusted gender pay gap
- PAI 13: Board gender diversity

Methodology and data used

The G20/OECD Principles of Corporate Governance is important in DNB AM's capacity of shareholder. The principles establish recommended practices and expectations with respect to shareholder rights, the role of stakeholders, the responsibilities of the board of directors and disclosure.

DNB AM utilizes two sets of voting guidelines:

- [Global Voting Guidelines](#)
- [Norwegian Voting Guidelines](#)

DNB AM's [Global Voting Guidelines](#) build on best practice within active ownership, including the G20/OECD Principles of Corporate Governance. The [Group Instruction](#) forms the basis for our approach to voting at shareholder meetings globally. DNB AM's previously mentioned expectations documents also help to inform voting decisions.

Our [Norwegian Voting Guidelines](#) are specifically based on the Norwegian Code of Practice for Corporate Governance. The purpose of the Code of Practice is to clarify the respective roles of shareholders, board of directors and executive officers beyond the requirements of the legislation. The Code of Practice has been produced and published by the Norwegian Corporate Governance Board (NUES). The Norwegian Voting Guidelines are also influenced by the [Group Instruction](#) and our expectations documents.

The voting guidelines are applied on a case-by-case basis to cater to the specific circumstances of individual companies. The purpose is to support long term shareholder value and to act responsibly on behalf of our unit holders towards individual companies, shareholder communities and the society as a whole.

Relevant data sources include ISS and MSCI ESG.

For information on our voting process, please see section "Engagement policies".

Historical comparison

Due to a change in reporting scope from 2022 to 2023, 2024 was the first year we had comparable data and the first time we included a historical comparison in our reporting. The historical comparison is included in a separate table set out below.⁶ We have observed an overall increase in data coverage for most PAIs, which may impact the results. Additionally, variations can arise from changes in the weight of funds within the total portfolio, fluctuations in sector weights driven by market developments, and shifts in the weighting of individual companies within the funds.

Adverse sustainability impact indicator		Metric	Impact 2025	Impact 2024	Impact 2023	Impact 2022	Impact 2021
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions	1 820 996 tonnes	1 544 947 tonnes	1 374 923 tonnes	N/A	N/A
		Scope 2 GHG emissions	415 934 tonnes	359 433 tonnes	320 278 tonnes	N/A	N/A
		Scope 3 GHG emissions	20 103 041 tonnes	17 237 837 tonnes	14 668 268 tonnes	N/A	N/A
		Total GHG emissions	22 312 196 tonnes	19 142 207 tonnes	16 360 077 tonnes	N/A	N/A

⁶ The impact information for 2024 and 2025, respectively, is also included in the tables under the section "Description of the principal adverse impacts on sustainability factors" above.

	2. Carbon footprint	Carbon footprint	301 tonnes per million EUR invested	340 tonnes per million EUR invested	379 tonnes per million EUR invested	N/A	N/A
	3. GHG intensity of investee companies	GHG intensity of investee companies	726 tonnes per million EUR revenue	701 tonnes per million EUR sales	784 tonnes per million EUR sales	N/A	N/A
	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	5.97 %	6.21 %	8.17 %	N/A	N/A
	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	52.45 % Non-renewable energy consumption	58.86 % Non-renewable energy consumption	63.97 % Non-renewable energy consumption	N/A	N/A
			53.36 % Non-renewable energy production	59.04 % Non-renewable energy production	46.82 % Non-renewable energy production	N/A	N/A
	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	Sector A: 0.62 Sector B: 1.05 Sector C: 0.32 Sector D: 4.44 Sector E: 0.62 Sector F: 0.62 Sector G: 0.42 Sector H: 2.38 Sector L: 0.68	Sector A: 0.45 Sector B: 0.94 Sector C: 0.37 Sector D: 4.16 Sector E: 0.83 Sector F: 1.15 Sector G: 0.25 Sector H: 2.46 Sector L: 0.57	Sector A: 0.27 Sector B: 4.11 Sector C: 0.47 Sector D: 2.39 Sector E: 1.00 Sector F: 0.61 Sector G: 0.09 Sector H: 1.83 Sector L: 0.44	N/A	N/A
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	6.72 %	5.83 %	0.01 %	N/A	N/A

Water	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0.05 tonnes per million EUR invested	0.03 tonnes per million EUR invested	0.03 tonnes per million EUR invested	N/A	N/A
Waste	9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	11.42 tonnes per million EUR invested	9.10 tonnes per million EUR invested	16.76 tonnes per million EUR invested	N/A	N/A
Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0.20 %	0.16 %	0.50 %	N/A	N/A
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0.42 %	1.06 %	34.69 %	N/A	N/A
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	14.03 %	13.74 %	13.09 %	N/A	N/A
	13. Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	38.88 %	38.74 %	38.82 %	N/A	N/A

	14. Exposure to controversial weapons (anti - personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0.00 %	0.00 %	0.00 %	N/A	N/A
Environmental	15. GHG intensity	GHG intensity of investee countries	136.43 tonnes per million EUR GDP of investee countries	147.48 tonnes per million EUR GDP of investee countries	214.44 tonnes per million EUR GDP of investee countries	N/A	N/A
Social	16. Investee countries subject to social violations	Number of investee countries subject to social violations (absolute number and relative number divided by all investee countries), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law	0 countries 0.00 %	0 countries 0.00 %	0 countries 0.00 %	N/A	N/A
Additional climate and other environment-related indicators/Additional indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters							
Emissions	4. Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement	43.82 %	47.63 %	26.67 %	N/A	N/A
Human Rights	9. Lack of a human rights policy	Share of investments in entities without a human rights policy	2.95 %	4.40 %	3.65 %	N/A	N/A

Change log

Date	Version number	Comments / changes
10 March 2021	Version 1.0	First PAI Statement published
30 June 2022	Version 2.0	- Name of document changed from "Statement on Due Diligence Policy" to "Principal Adverse Impact Statement" - Updated structure of document according to SFDR RTS.
01 January 2023	Version 3.0	Minor changes to the text regarding specifying PAI considerations on product and entity-level.
30 June 2023	Version 4.0	Significant changes to align the document to SFDR regulatory technical standards ("RTS") requirements, as laid out in Annex 1 of the delegated regulation ("Delegated Regulation") supplementing Regulation (EU) 2019/2088. First reporting on PAI indicators on entity level for the reference period 01 Jan 2022 to 31 Dec 2022.
30 June 2024	Version 5.0	Updated reporting scope from DNB AM S.A. to DNB AM AS. Updated data, action taken and targets for PAI indicators, updated links to relevant documents, updated methodology for selecting additional indicators, plus minor changes to the text.
30 June 2025	Version 6.0	- Updated data, action taken and targets for PAI indicators, updated links to relevant documents, plus minor changes to the text. - Added section on historical comparison in line with RTS Art. 10.
30 June 2026	Version 7.0	Updated data, action taken and targets for PAI indicators, updated links to relevant documents, plus minor changes to the text.

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